



**American Medical Response Statement
November 19, 2024**

(Statement can be attributed to Patrick Leonardo, AMR Regional Director)

American Medical Response Springfield and Greenfield (AMR) understand that the Teamsters Local 404, which represents our EMTs and Paramedics, intends to strike effective November 24, 2024.

We deeply value the unwavering dedication of our EMTs and paramedics, whose work is essential to the health and safety of our communities. Their commitment to saving lives and providing critical care is truly heroic, and it is why we have approached these negotiations with a focus on recognizing their vital contributions.

Our proposal goes beyond meeting expectations, offering terms that provide substantial improvements and benefits well above what is commonly seen in the industry. This includes:

- **Significant pay increases:** An average 35% overall pay increase over four years, with an average of 25% of that increase effective immediately upon contract signing. These adjustments aim to elevate EMT and paramedic wages to some of the most competitive in the region.
- **Higher entry-level pay:** EMT and Paramedic pay raised by approximately 20%.
- **Ratification bonuses:** \$5,000 for full-time employees and \$1,500 for part-time employees upon contract signing. These bonuses recognize the dedication of our employees during these negotiations and provide immediate financial support.
- **Fully employer-paid health benefits** for employee premiums, and 80% employer paid for family plans.
- **Enhanced retirement benefits:** Dollar-for-dollar 401(k) matching up to 4%.
- **Increased holiday pay:** Double time and a half for more holidays.

These terms reflect our commitment to supporting our EMTs and paramedics and ensuring their compensation and benefits align with the critical roles they perform. Importantly, the Teamsters have agreed that these compensation and benefit terms address the needs of their members.

Despite these economic improvements for employees, the Teamsters are proposing language that would prevent our emergency medical providers from transporting patients in and out of hospitals where unions are on strike, except in what they deem as 'life-threatening emergencies.' AMR will never renege on its commitment to serve the Springfield and Greenfield communities, and we will not agree to any contract language that impedes our ability to get patients the healthcare they need at a moment's notice.

Let us be clear: this provision is not just impractical—it is potentially life-threatening. Patients experiencing medical emergencies often cannot wait. A delay in care caused by the refusal to cross picket lines could result in preventable deaths. Our hospitals are already understaffed and overstressed. Denying patient delivery to the hospital or transfers to other healthcare facilities would exacerbate existing pressures and deprive individuals in need of access to hospital beds, further straining an already burdened healthcare system.

This is not a typical labor dispute; we are not negotiating over a service that can be paused or delayed. Lives are at stake. Emergency medical services exist to respond without hesitation or restriction, and this proposed clause undermines that mission. It places our first responders in an impossible position, forcing them to prioritize union policies over their professional and ethical responsibilities to save lives.

AMR is committed to ensuring the safety and health of the Springfield and Greenfield communities. While we respect the Teamsters' right to advocate for their members, we cannot agree to terms that compromise our ability to deliver the services our communities count on.

AMR is dedicated to collaborating with the union, representing its employees, and is fully committed to the negotiation process. Our company representatives have expressed their readiness to resume negotiations promptly. In the event of a strike by the Teamsters, AMR has established robust contingency plans to maintain critical emergency medical services, safeguarding public health and ensuring there is no break in service throughout this process; including any legal means to protect our employees and customers.

Nonetheless, we remain optimistic that ongoing discussions will lead to an agreeable outcome that simultaneously supports our employees and ensures that residents continue to receive the essential care they rely on.

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